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10 JUN 1959

MEMORANDUM FOR: Deputy Director of Personnel

SUBJECT: Separation Allowance for Maternity Reasons
at Posts Where Inadequate Medical Facilities
Exist

1. In response to your request to determine how the Department of State deals with financial hardships in maternity cases at posts where inadequate medical facilities exist, we have obtained the following information. Section 262.1c(2) of the Standardized Regulations (Government Civiliana, Foreign Areas), issued by the Secretary of State, provides for payment of a separation allowance under the following "excessively adverse" conditions:

- (2) Lack of medical or hospital facilities in the area, as determined by reliable medical authority, to provide adequate treatment required for an illness or other condition of health of a member of the employee's family.

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2. On 21 May 1959, [REDACTED] of this division met with Mr. J. W. Lethco, Deputy Chief of the Allowance Division of the Department of State, and Mrs. Adelaide Cruik, Chief of the Differential, Education and Separation Allowance Branch. [REDACTED] posed the problem of the pregnant wife of a Foreign Service Officer assigned to a post where medical facilities are either inadequate or unavailable and asked how State would handle such a problem. Mrs. Cruik replied that a separation allowance could be granted for this type of case under the provisions of Section 262.1c(2) of the Standardized Regulations. She stated that childbirth certainly was a recognized condition of health within this category. The State Medical Staff would be asked to certify that adequate medical facilities were not available at the post for the condition of health of the dependent. If this certification were made and the other criteria for a separation allowance were met, the Allowance Division of the Department of State would approve such a request. Mr. Lethco nodded an assent to these statements.

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3. On the basis of the Standardized Regulations and our discussion with State Allowance Division representatives, we believe that separation allowances can be granted for maternity cases at posts where medical

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are inadequate or unavailable. Two other limiting conditions noted:

- (1) The 90-day rule must be applied; and,
- (2) The dependent must be located outside the employee's country of assignment.

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Chief, Contract Personnel Division

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